

Perspectives on Personality

Theories	Trait	Psychoanalytical		Behaviorist	Humanistic	Social-Cognitive
		Early Psychoanalysis	Social Psychoanalysis			
Major Theorists		Freud Jung	Horney Adler Erikson	Skinner	Maslow Rogers	Bandura
Where behavior springs from	Combined effects of heredity and environment`	Processing unconscious conflicts between pleasure-seeking impulses and social restraints		Interaction with environment	Processing conscious feelings about oneself in light of one's experiences	Reciprocal influences between people and their situations, as influenced by perceptions of control
Main beliefs	Personality has biological roots	Personality and behavior are determined by hidden, or unconscious forces.	Personality is influenced by the unconscious, but this unconscious is all biological-social factors help shape the unconscious.	Personality is shaped by rewards and punishments and by modeling. Role of unconscious is not important	Personality is influenced by the unique potential within each of us	
Role of the environment	Plays little part	Plays big role during first five years of life- but, after this, inner forces are more important	Plays big role in supplying love and making person feel important	Environment is all-important it makes us who we are	Decent environment needed to nurture inner potential	
Definition of a healthy personality	Positive traits	One that adequately balances conflicts between conscious and unconscious forces	One that recognizes the social forces of the unconscious and that tries to repair itself by resolving conflicts	One that receives effective rewards and punishments- the individuals has little choice in this	One that is fully functioning and self-actualized	
View of human nature	Neutral	Negative		Neutral	Positive	Neutral
Is behavior free or determined?	Determined	Determined		Determined	Free choice	Determined

Principal motives	Depends on one's traits	Sex and aggression	Drives of all kinds	Self-actualization	
Personality structure	Traits	Id, ego, superego	Habits	Self	
Conception of conscience	Traits of honest, etc.	Superego	Self-reinforcement punishment history	Ideal self, valuing process	
Developmental emphasis	Combined effects of heredity and environment	Psychosexual stages	Critical learning situations; identification and imitation	Development of self-image	
Barriers to personal growth	Unhealthy traits	Unconscious conflicts, fixations	Maladaptive habits; unhealthy environment	Conditions of worth, incongruence	
Assessment techniques	Objective inventories assess the strength of different traits	Projective tests aim to reveal unconscious motivations		a) Questionnaire assessments of self-concept b) Empathic understandings of people's unique experiences	a) Questionnaire assessments of people's feelings of control b) Observations of people's behavior in particular situations
Evaluation	A descriptive theory criticized as sometimes underestimating the variability of behavior from situation to situation	A speculative, hard-to-confirm theory with enormous cultural impact	Behaviorist theory is criticized as treating human behavior as robotic. Reductionist	A humane theory that reinvigorated contemporary interest in the self; criticized as subjective and sometimes naively self-centered and optimistic	An interactive theory that integrates research on learning, cognition, and social behavior; criticized as underestimating the importance of the unconscious and of enduring traits